

**Q&A's #1 to
Request for Proposals (RFP)
Statewide Personnel System SaaS Human Capital Management Solution RFP
#060B3490012
May 23, 2013**

Ladies/Gentlemen:

This list of questions and responses is being issued to clarify certain information contained in the above referenced RFP. The statements and interpretations contained in the following responses to a question by potential Offerors are not binding on the State, unless an addendum expressly amends the RFP.

1. Section 1.24 of the subject RFP indicates that there is no goal for MBE participation for this procurement. Could you please confirm that this is the case, and if so, provide the State's rationale in not establishing MBE goals for this procurement.
As an MDOT Certified MBE/DBE with significant expertise in Human Capital Management and Consulting, we are disappointed that it appears that the State is not requiring any level of MBE participation on this significant procurement.
Answer: There is no MBE goal for this procurement. DoIT is issuing this Procurement to procure the subscription and optional services to replace the existing Statewide Personnel Management System (SPMS), Benefits Application System (BAS), multiple timekeeping systems and a number of peripheral systems with an integrated Statewide Personnel System (SPS) using a multi-tenant, cloud, subscription-based human capital management (HCM) software-as-a-service (SaaS) solution. The SPS SaaS solution may include SaaS HCM product along with any required third party SaaS product(s) and optional services for the proposed SPS. There is no opportunity to subcontract the subscription products and it is not practicable to place an MBE goal on services that, being optional, may never be used.